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(Original Signature of Member)

119TH CONGRESS
2D SESSION

H. R.

To provide for an international disability rights strategy, and for other purposes. provide for an international disability rights strategy, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

Ms. TITUS introduced the following bill; which was referred to the Committee
on _____

A BILL

To provide for an international disability rights strategy, and for other purposes. provide for an international disability rights strategy, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “State Department Dis-
5 ability Policy and Accommodations Act”.

6 **SEC. 2. DISABILITY RIGHTS IN FOREIGN POLICY.**

7 (a) SENSE OF CONGRESS.—It is the sense of Con-
8 gress that international disability rights are foundational

1 to achieving global peace, stability, and prosperity, and
2 should be fully championed as a focus of United States
3 diplomacy and development efforts.

4 (b) FORMAL POLICY GUIDANCE ON DISABILITY POL-
5 ICY.—

6 (1) IN GENERAL.—Not later than 180 days
7 after the date of the enactment of this Act, the Sec-
8 retary of State, through the Ambassador-at-Large
9 for International Disability Rights and in consulta-
10 tion with relevant foreign affairs agencies, shall de-
11 velop and adopt a formal policy for advancing dis-
12 ability rights through United States diplomacy and
13 foreign assistance.

14 (2) MATTERS TO BE INCLUDED.—The policy
15 required under paragraph (1) should direct the De-
16 partment of State’s approach to championing dis-
17 ability rights through the conduct of United States
18 diplomacy and development.

19 (3) CONSULTATION.—In developing and adopt-
20 ing the policy, the Secretary shall consult with—

21 (A) United States missions and regional
22 and functional bureaus;

23 (B) individuals with disabilities, civil soci-
24 ety organizations, international nongovern-

1 mental organizations, and international organi-
2 zations;

3 (C) women, indigenous persons, youth, and
4 survivors of violence living with disabilities; and

5 (D) combat-injured persons living with dis-
6 abilities, including United States security part-
7 ners and allies, in countries and regions receiv-
8 ing United States security assistance.

9 (4) **POLICY IMPLEMENTATION.**—The Secretary
10 shall update the Foreign Affairs Manual to reflect
11 the policy required under paragraph (1).

12 (5) **PUBLIC AVAILABILITY.**—The Secretary
13 shall publish such policy on a publicly available
14 website of the Department.

15 **SEC. 3. OFFICE OF INTERNATIONAL DISABILITY RIGHTS.**

16 (a) **IN GENERAL.**—Section 5104 of the Department
17 of State Authorization Act of 2021 (division D of Public
18 Law 117–81; 135 Stat. 2345) is amended—

19 (1) in subsection (a), by striking “should be es-
20 tablished” and inserting “shall be established”;

21 (2) by redesignating subsections (b) through (d)
22 as subsections (c) through (e), respectively;

23 (3) by inserting after subsection (a) the fol-
24 lowing new subsection:

1 “(b) PURPOSE.—The Office shall coordinate and ele-
2 vate United States global engagement on disability rights
3 policy, ensuring that the Department of State and relevant
4 Federal agencies promote accessibility, equality of oppor-
5 tunity, and the protection of the rights of persons with
6 disabilities globally.”;

7 (4) in subsection (c), as redesignated by para-
8 graph (2)—

9 (A) by striking “The Office should” and
10 inserting “The Office shall”;

11 (B) by redesignating paragraphs (1), (2),
12 (3), (4), (5), (6), (7), and (8) as paragraphs
13 (2), (3), (4), (5), (6), (7), (8), and (12), respec-
14 tively;

15 (C) by inserting before paragraph (2), as
16 redesignated by subparagraph (B), the fol-
17 lowing new paragraph:

18 “(1) coordinate all international disability policy
19 and international assistance provided by the United
20 States Government, in consultation with relevant
21 and appropriate regional and functional bureaus of
22 the Department and Chiefs of Mission, to support
23 efforts abroad to promote and strengthen respect for
24 the rights of persons with disabilities;”;

1 (D) in paragraph (8), as so redesignated,
2 by striking “disabilities; and” and inserting the
3 following: “disabilities;

4 “(9) coordinate disaggregated data collection
5 regarding the United States Government’s foreign
6 assistance and diplomatic activities promoting the
7 rights of persons with disabilities, in coordination
8 with the Secretary of State and the heads of other
9 relevant Federal agencies, including to the extent
10 feasible—

11 “(A) a detailed accounting of spending by
12 Federal departments and agencies, including,
13 for each Federal department and agency, the
14 statutory source of spending;

15 “(B) the amounts spent; and

16 “(C) activities supported to the extent
17 practicable and appropriate;

18 “(10) establish interagency details or rotation
19 opportunities for relevant Federal agencies to be
20 housed within the Office for the purposes of—

21 “(A) augmenting the Office’s ability to
22 share best practices on advancing disability
23 rights policy with United States missions and
24 with international partners; and

1 “(B) strengthening the Office’s United
2 States interagency coordination efforts;

3 “(11) work with relevant bureaus to promote
4 the use of existing educational and cultural ex-
5 changes with international disability policymakers
6 and advocates; and”;

7 (5) by amending subsection (d), as so redesign-
8 nated, to read as follows:

9 “(d) AMBASSADOR-AT-LARGE FOR INTERNATIONAL
10 DISABILITY RIGHTS.—The Office shall be headed by an
11 Ambassador-at-Large for International Disability Rights,
12 who shall be appointed by the President, by and with the
13 advice and consent of the Senate, to advise the Secretary
14 of State on matters related to disability rights. The Am-
15 bassador-at-Large should be a person of recognized dis-
16 tinction in the field of disability rights. The Ambassador-
17 at-Large shall be provided with appropriate funding and
18 staff consistent with the duties of the Office and with De-
19 partment of State guidance on the status of an Office.”;
20 and

21 (6) by adding at the end the following new sub-
22 section:

23 “(f) INTERNATIONAL DISABILITY RIGHTS STRAT-
24 EGY.—

1 “(1) STRATEGY.—Not later than one year after
2 the date of the enactment of this subsection, the
3 Secretary of State, in coordination with the Amba-
4 sador-at-Large appointed under subsection (d), and
5 in consultation with the heads of other relevant Fed-
6 eral agencies and nongovernmental organizations,
7 shall submit to the appropriate congressional com-
8 mittees a strategy to—

9 “(A) achieve the purposes described in
10 subsection (b);

11 “(B) identify target countries and regions
12 for prioritization of the Department’s inter-
13 national assistance efforts related to the rights
14 of persons with disabilities;

15 “(C) identify United States foreign assist-
16 ance resources to be used to implement the
17 strategy;

18 “(D) establish country action plans to ad-
19 vance the rights of persons with disabilities; and

20 “(E) develop partnerships with the private
21 sector, nongovernmental organizations, inter-
22 national organizations, and research and aca-
23 demic institutions.

24 “(2) ANNUAL REPORT.—

1 “(A) IN GENERAL.—Not later than one
2 year after submission of the strategy required
3 under paragraph (1), and annually thereafter,
4 the Secretary of State, in consultation with the
5 Ambassador-at-Large for International Dis-
6 ability Rights and relevant Federal agencies,
7 should provide the appropriate congressional
8 committees with a written description of results
9 achieved, including—

10 “(i) progress on implementation of the
11 strategy;

12 “(ii) an assessment of efforts to co-
13 ordinate United States international dis-
14 ability rights activities and initiatives with
15 foreign governments, international organi-
16 zations, nongovernmental organizations,
17 and other key stakeholders related to the
18 rights of persons with disabilities;

19 “(iii) a detailed accounting of spend-
20 ing by the Department of State, the
21 United States Agency for International
22 Development, and other relevant Federal
23 agencies on United States international
24 disability rights assistance to foreign gov-
25 ernments international organizations re-

1 lated to the rights of persons with disabil-
2 ities; and

3 “*(iv)* the number of educational and
4 cultural exchanges focused on advancing
5 international disability rights.

6 “(B) DISAGGREGATION OF DATA.—The
7 data submitted under subparagraph (A) should,
8 where feasible, be disaggregated by country,
9 gender of recipients of assistance, funding ac-
10 count, funding levels, and fiscal year of funding.

11 “(3) APPROPRIATE CONGRESSIONAL COMMIT-
12 TEES DEFINED.—In this subsection, the term ‘ap-
13 propriate congressional committees’ means—

14 “(A) the Committee on Foreign Relations
15 and the Committee on Appropriations of the
16 Senate; and

17 “(B) the Committee on Foreign Affairs
18 and the Committee on Appropriations of the
19 House of Representatives.”.

20 (b) AUTHORIZATION OF APPROPRIATIONS.—There is
21 authorized to be appropriated to the Department of State
22 \$6,000,000 for each of fiscal years 2026 through 2030,
23 to achieve the purposes described in subsection (b) of sec-
24 tion 5104 of the Department of State Authorization Act
25 of 2021, as amended by subsection (a) of this section.

1 **SEC. 4. DEPARTMENTAL HIRING AND FACILITIES ACCESSI-**
2 **BILITY.**

3 (a) IN GENERAL.—The Under Secretary of State for
4 Management shall, in consultation with the Office of
5 International Disability Rights, ensure equal access to hir-
6 ing and recruitment and overseas assignments, for the
7 Civil Service and Foreign Service officers and locally em-
8 ployed staff with disabilities and their family members
9 with chronic medical conditions or disabilities, consistent
10 with the provision of a veterans' preference in accordance
11 with section 2108 of title 5, United States Code, and re-
12 lated sections and with due consideration for locally em-
13 ployed staff who sustained service-related disabilities while
14 serving as security partners or allies in support of United
15 States military or intelligence operations.

16 (b) DUTIES.—The Under Secretary shall—

17 (1) ensure that United States embassies, con-
18 sulates, and leased facilities abroad are in compli-
19 ance with United States Access Board standards, in-
20 cluding accessibility to people with disabilities, in-
21 cluding by—

22 (A) making websites and other forms of
23 communication accessible to people with disabili-
24 ties and providing reasonable accommodations
25 to program participants;

1 (B) ensuring accessibility of United States
2 Government facilities by contracting with local
3 contractors and subcontractors that meet the
4 requirements of section 503 of the Rehabilita-
5 tion Act of 1973 (29 U.S.C. 793) to affirma-
6 tively hire workers with disabilities, including
7 combat-injured persons with disabilities who
8 served alongside United States forces or in
9 United States-backed conflicts; and

10 (C) consulting with the Department of La-
11 bor's Office of Federal Contracts Compliance to
12 ensure all Department of State contractors are
13 compliant with the Americans with Disabilities
14 Act of 1990 (42 U.S.C. 12101 et seq.) and sec-
15 tion 503 of the Rehabilitation Act of 1973 (29
16 U.S.C. 793);

17 (2) ensure that the policies and practices for
18 the recruitment and placement of Foreign Service
19 officers and their families encourage the hiring and
20 placement of people with disabilities in compliance
21 with the Rehabilitation Act of 1973 (29 U.S.C. 701
22 et seq.);

23 (3) consult with the Disability Rights Section of
24 the Civil Rights Division of the Department of Jus-
25 tice to ensure that Department of State hiring is

1 compliant with the Americans with Disabilities Act
2 of 1990 (42 U.S.C. 12101 et seq.) and section 501
3 of the Rehabilitation Act of 1973 (29 U.S.C. 791);
4 and

5 (4) ensure that policies are in place for hiring
6 locally employed staff in embassies and consulates
7 outside the United States to ensure that accom-
8 modations are offered, provided, and funded from
9 the Department's centralized reasonable accommoda-
10 tion fund, including specialized accommodations for
11 injuries sustained in support of United States na-
12 tional security interests.

13 (c) FACILITY ACCESSIBILITY.—The Under Secretary
14 for Management shall, in consultation with the Office of
15 International Disability Rights—

16 (1) ensure that embassies and consulates and
17 their services are accessible to people with disabil-
18 ities, including with respect to—

19 (A) the physical accessibility of facilities
20 housing embassies and consulates;

21 (B) websites of United States embassies
22 and consulates;

23 (C) public internet and telecommuni-
24 cations; and

1 (D) other means of communication with
2 United States residents and the general public;
3 and

4 (2) ensure diplomatic residences meet the
5 adaptable standards set by the Director of the Bu-
6 reau of Overseas Buildings Operations.

7 **SEC. 5. TRAINING.**

8 (a) IN GENERAL.—The Secretary of State shall re-
9 quire online or in-person disability policy training for all
10 civil service and Foreign Service personnel of the Depart-
11 ment of State and chiefs of mission, including on—

12 (1) how to develop policies and programs that
13 reflect United States disability policy priorities;

14 (2) how to help ensure a work environment in
15 compliance with the Americans with Disabilities Act
16 and the Rehabilitation Act of 1973;

17 (3) how to conduct analyses of relevant laws
18 and programming;

19 (4) how to engage local organizations led by
20 and focused on people with disabilities;

21 (5) how to help remove barriers to seeking and
22 accessing United States foreign assistance for orga-
23 nizations serving people with disabilities; and

24 (6) ensuring United States humanitarian re-
25 sponse incorporates and elevates the needs of people

1 with disabilities, in line with established inter-
2 national frameworks, including the Inter-Agency
3 Standing Committee (IASC) guidelines and the
4 Charter on Inclusion of Persons with Disabilities in
5 Humanitarian Action.

6 (b) COUNTRY-SPECIFIC AND CULTURAL CONSIDER-
7 ATIONS.—The Secretary shall ensure that training for
8 Foreign Service officers under subsection (a) includes
9 country-specific and cultural considerations.

10 (c) FOREIGN SERVICE OFFICERS.—Section
11 708(a)(1) of the Foreign Service Act of 1980 (22 U.S.C.
12 4028(a)(1)) is amended—

13 (1) in subparagraph (C), by striking “; and”
14 and inserting a semicolon;

15 (2) by redesignating subparagraph (D) as sub-
16 paragraph (E); and

17 (3) by inserting after subparagraph (C) the fol-
18 lowing new subparagraph:

19 “(D) instruction on recognizing risks and
20 vulnerabilities of individuals with disabilities in
21 specific country contexts, addressing needs of
22 people with disabilities in policymaking and out-
23 reach at United States embassies and analysis
24 of disability-inclusive laws and programming in
25 local country contexts; and”.

1 **SEC. 6. REPORT AND BRIEFING REQUIREMENTS.**

2 (a) IN GENERAL.—Not later than 180 days after the
3 date of the enactment of this Act, and annually thereafter,
4 the Secretary of State shall provide to the Committee on
5 Foreign Relations of the Senate and the Committee on
6 Foreign Affairs of the House of Representatives a report
7 and briefing on the steps taken to implement this Act.

8 (b) MATTERS TO BE INCLUDED.—The report and
9 briefing required under subsection (a) shall include—

10 (1) an explanation of policies and programs to
11 fulfill—

12 (A) the duties of the Office of Inter-
13 national Disability Rights established under
14 section 4; and

15 (B) the training requirements under sec-
16 tion 6;

17 (2) a description of the status of efforts to
18 mainstream disability policy through the conduct of
19 United States diplomatic outreach and programming
20 without regard to whether such programming is spe-
21 cifically directed toward people with disabilities;

22 (3) an explanation of disability-specific pro-
23 gramming across the Department;

24 (4) a description of the status of accessible fa-
25 cilities in all foreign missions, as required under sec-
26 tion 5(c);

1 (5) a description of any policy, programming, or
2 human resources gaps to mainstreaming disability
3 rights policy throughout the Department, and plans
4 to address gaps through appropriate mechanisms;

5 (6) a description of progress made on the real-
6 ization of the rights of people with disabilities as a
7 result of Department policies and programming;

8 (7) an explanation of the current status of the
9 Department's evidence gathering and improved sys-
10 tematic disability data collection, including the use
11 of disaggregated data, in order to ensure that pro-
12 gramming, monitoring, and reporting reflect and ad-
13 dress the risks and needs of people with disabilities;
14 and

15 (8) recommendations for legislative actions to
16 fully implement the matters described in paragraphs
17 (1) through (7).

18 **SEC. 7. JUDY HEUMANN FOREIGN AND CIVIL SERVICE DIS-**

19 **ABILITY FELLOWSHIP PROGRAM.**

20 (a) SENSE OF CONGRESS.—It is the sense of Con-
21 gress that—

22 (1) disability rights are foundational to human
23 rights, national security, and positive economic
24 growth and development; and

1 (2) the Department of State shall seek to ex-
2 pand professional development opportunities for civil
3 service and Foreign Service personnel to become bet-
4 ter equipped to advance disability rights abroad and
5 to ensure an accessible and inclusive workplace at
6 the Department and United States missions abroad.

7 (b) DEFINITIONS.—In this section:

8 (1) DEPARTMENT.—The term “Department”
9 means the Department of State.

10 (2) ORGANIZATION OF PERSONS WITH DISABIL-
11 ITIES.—The term “organization of persons with dis-
12 abilities” means a nongovernmental civil society or-
13 ganization, including a think tank, nonprofit, non-
14 governmental organization, academic institution, or
15 other organization, that—

16 (A) includes staff leadership and a board
17 of directors the majority of which consists of
18 people with disabilities; and

19 (B) serves people with disabilities.

20 (c) ESTABLISHMENT.—The Secretary of State shall
21 establish and administer the Judy Heumann Foreign
22 Service Disability Fellowship (referred in this section as
23 the “Fellowship”) to expand Department expertise on dis-
24 ability rights policy formulation, execution, negotiation,
25 and advocacy. The Secretary shall be responsible for de-

1 signing, implementing, and operating the Fellowship pro-
2 gram, including setting standards for successful comple-
3 tion of each fellowship.

4 (d) SELECTION OF FELLOWS.—

5 (1) IN GENERAL.—The Secretary of State shall
6 establish criteria for selecting the fellows and shall
7 play a central role in selecting at least 2 fellows for
8 the Fellowship each year.

9 (2) SELECTION AND PLACEMENT.—The Sec-
10 retary of State shall—

11 (A) make efforts to recruit fellowship can-
12 didates who reflect the diversity of the United
13 States;

14 (B) select fellows from among entry-, mid-
15 , and senior-level Foreign Service and civil serv-
16 ice personnel;

17 (C) approve fellowship placements between
18 6 months to one year in duration;

19 (D) facilitate fellowship placement with an
20 organization of persons with disabilities;

21 (E) for each fellow, establish performance
22 goals and performance indicators as part of fel-
23 lows' annual review process; and

24 (F) reimburse one international trip and
25 one domestic trip per fellow.

1 (e) FELLOWSHIP ACTIVITIES.—Fellows participating
2 in the Fellowship program shall—

3 (1) study the United Nations Convention on the
4 Rights of Persons with Disabilities, done at New
5 York December 12, 2006;

6 (2) attend the Conference of States Parties to
7 the Convention on the Rights of Persons with Dis-
8 abilities (COSP) along with one member of the
9 hosting organization of persons with disabilities; and

10 (3) carry out such other activities as the Am-
11 bassador-at-Large for International Disability
12 Rights determines appropriate.

13 (f) ANNUAL REPORT.—Not later than one year after
14 the date of the completion of the Fellowship by the initial
15 cohort of fellows selected under subsection (d), and annu-
16 ally thereafter, the Secretary of State shall submit to the
17 Committee on Foreign Relations of the Senate and the
18 Committee on Foreign Affairs of the House of Representa-
19 tives a report on the implementation of the Fellowship,
20 including—

21 (1) a summary of the cohort of fellows who
22 completed a fellowship during the preceding one-year
23 period;

1 (2) a description of the fellowships and place-
2 ments, including feedback on implementation and
3 lessons learned; and

4 (3) an analysis of trends relating to the diver-
5 sity of each cohort of fellows since the establishment
6 of the Fellowship program.

7 (g) AUTHORIZATION OF APPROPRIATIONS.—There
8 are authorized to be appropriated such sums as may be
9 necessary for fiscal year 2026 and each subsequent fiscal
10 year to carry out this Act.